



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, May 22, 2023 / 1:00 P.M. EASTERN

Minutes

Part 1: ECP Group Meeting (1:00-1:30 p.m. E T)

- Welcome / Introductions
- Peter Kiefer – CourtLeaders Advantage Podcast – will discuss further next meeting.
 - Peter interviewed Carrie Summers-Nomura during conference! Carrie relayed her experiences during the conference. Relayed that networking and the coaching session from TJ was amazing. Lizzie shared a great story about personalizing her workspace and how she broke her co-workers out of their rigid shells. Listen [HERE](#)
- Shared Interest Group Project
 - September – Cheryl Stone discussing moving between courthouses and States
 - October – Zenell Brown speaking about public trust and evolving our courts
 - November/December – Discuss merging and new date
 - Some ideas that have been discussed:
 - Introduction to NACM Committees
 - Any additional ideas welcome!
 - Different generations in the court system
- Community Service Project for Annual Conference
 - Raised \$2,300 for CASA Jefferson in New Orleans
 - Suggested: [Carole's House of Hope](#)
 - Other suggestions to be emailed to Erika.a.schmid@ojd.state.or.us
- General Discussion – nothing discussed.
- Annual Conference ECP Meet and Greet
 - Thoughts and experiences during Annual Conference
 - Future ECP/NACM Conference topic: How do we cope with our own stresses and then our employee stresses?
- Next meeting:
 - September 25, 2024



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Part 2: Shared Interest Group Discussion (1:30 p.m. – 2:00 p.m. EASTERN)

- Change Management with Teri Deal and DeShield Greene
- Change is Hard! Common Pitfalls:
 - Unclear, unrealistic, or unobtainable goals
 - Lack of leadership – failure to find an invested champion
 - Meeting too often or not enough - meetings taking TOO long and not being structured, getting far off topic, loses the interest of participant
 - Succumbing to “we don’t have any resources” syndrome
 - Not having the right people at the table
 - Not enough time
 - Competing priorities
- Concepts of Change:
 - Implementation science - study of strategies to promote the adoption and integration of polices, practices, and programs
 - Number one reason implementations fail is a lack of readiness
 - Motivation – finding what motivates people, usually one of these:
 - Heart, head, data, and money
 - Innovation-Specific Capacity
 - Skills, knowledge, champion, resources, relationships
- Managing a change as a leader
 - Courts are not known to being amendable to change!
 - Understanding court cultures and the classifications:
 - Communal, Networked, Autonomous, and Hierarchical
 - Knowing how things get done in your court will help to implement change
 - Potential to change current court culture if you find common goals
 - Three Cs
 - Communicate, collaborate, commit
- PHASE – A Practical Approach to Implementation
 - The PHASE framework is a practical approach to help courts implement new policies, programs, and practices through several pivotal PHASEs
 - <https://www.ncsc.org/consulting-and-research/areas-of-expertise/court-management-and-performance/phase>